

Joining up health, addictions and employability services

Pathways from Addictions to Work, 2005 - 07

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Pathways from Addictions to Work, 2005 - 07

CCP, Wise Move and sorted planned:

Case management into work – personal adviser service

Structured employability programme

Integration of provider agencies' activities into clear pathway
– employability case management system

Outreach to addiction/health agencies

Employer links and job brokerage

Test ways of commissioning joined-up services from multiple
contractors

Evaluation to draw conclusions for mainstreaming about how
to increase flows from addictions to work



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Pathways from Addictions to Work - clients

Between July 2005 and May 2007:

292 Clients, 227 (78%) Male, (22%) Female

What we know about the clients –

Age:	Referred From:		Benefit Status:		
16-17	6	Drugs	87 (30%)	JSA	124 (42%)
18-24	54	Homeless	70 (24%)	IS	64 (22%)
25-30	57	Self	32 (11%)	IB/SDA	45 (15%)
31-40	93	JCP	25 (9%)	Non Claim	5 (2%)
41-50	40	Prison	11 (4%)		
51-65	21	Other	48 (16%)		



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Pathways from Addictions to Work - results

Outcomes between July 2005 and May 2007:

Paid Employment – 49

Further Education – 34

Training – 16

Voluntary Work - 10

Work Placement - 9

Paid Employment	29 JSA,	8 IB/SDA,	7 IS,
Further Education	10 JSA,	6 IB/SDA	12 IS,
Training	9 JSA,	2 IB/SDA,	4 IS,
Voluntary Work	5 JSA,	2 IB/SDA	3 IS,
Work Placement	5 JSA,	2 IB/SDA,	2 IS



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Pathways from Addictions to Work - outputs

- **Research on addictions figures, drug policies, employability issues**
- **Mapping of employability and addictions**
- **Partnership working and referral methodologies**
- **Case Worker approach**
- **Case Management system**
- **Training for addictions staff in relation to employability**
- **Addictions issues in relation to employability**
- **Service User Involvement Case Study**
- **Employer pack**
- **IT specification and database system**



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Pathways from Addictions to Work - conclusions

Lessons:

- Data – find it, make it
- Tools for partnership working
- Combine treatment and employability
- Outreach to health and addictions agencies
- Mindset of outcome=stability, not emp't; aspirations
- Focus now on overall outcomes
- Timespan and amount of work needed
- Recording of multiple outcomes
- Employability Case Management, follow-up
- Terms of contracts
- IT systems



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Wise Move

Wise Move provided an employability service for people with a history of substance misuse.



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What support was provided?

Advice and 1:1 support towards:
Employment
Education
Vocational Training
Volunteering



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Employment

Update or produce CV

Identify area of work and hours

Benefits check

Application forms, covering letters

Interview skills/mock interviews

Work tasters/trials

Job search

Support in work



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Training/Education

Identify suitable courses

Funding/benefit impact

Application forms

Volunteering

Identify suitable opportunities

Help to secure a place



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The Process

Referral
Assessment
Action plan
Confidence Building
Partnership Work



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The Sorted experience

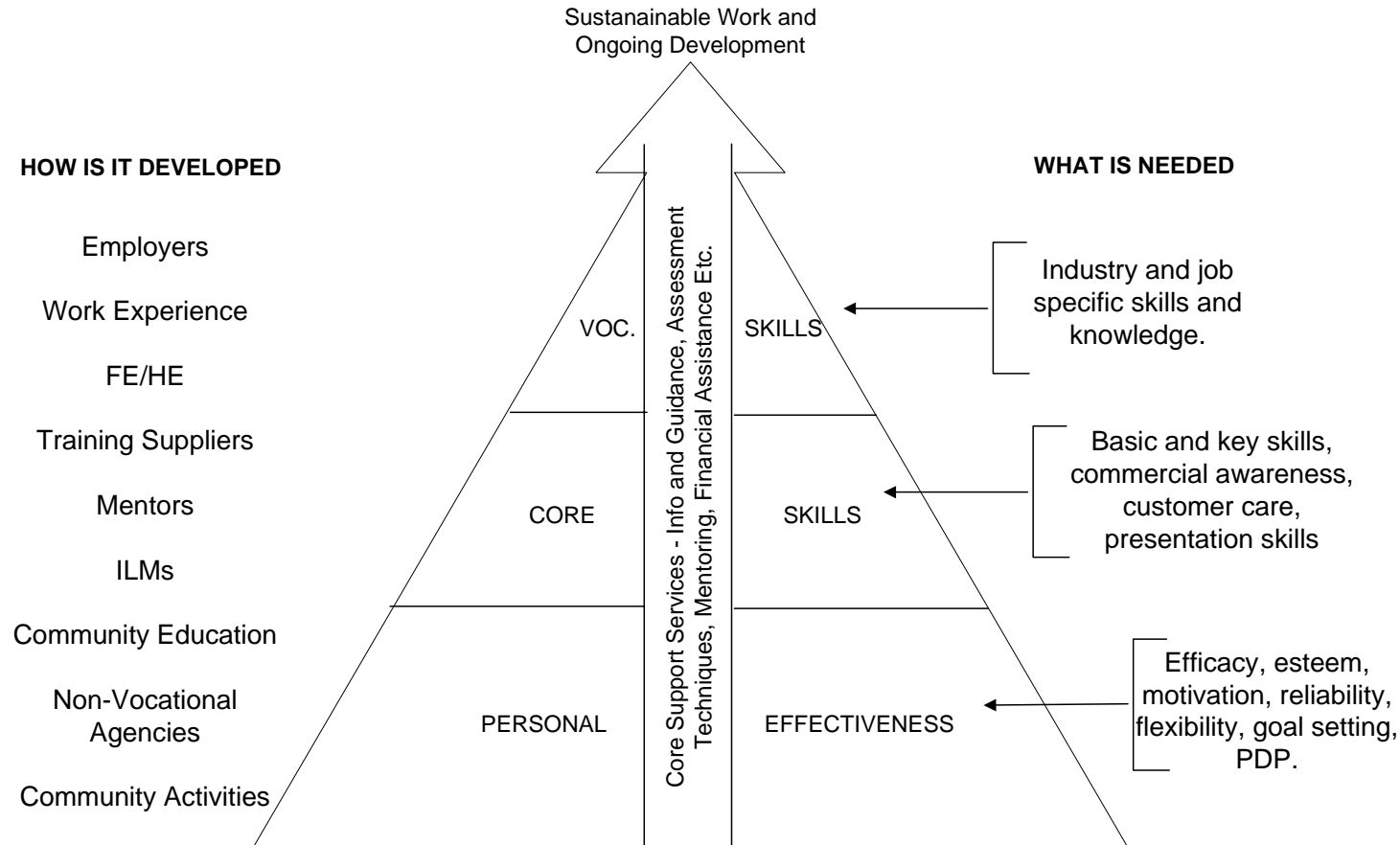
Martin J Smith
Chief Executive, Worktrack

A structured programme to promote access to stable and quality employment for all men and women who are capable of working and to prevent exclusion from the world of work by improving employability



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Work Track - A Model of Employability



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The Sorted programme

8 week structured day programme

Group and one to one

Five core modules

- Communication
- Motivation
- Alternative Health
- Personal Development
- Employability

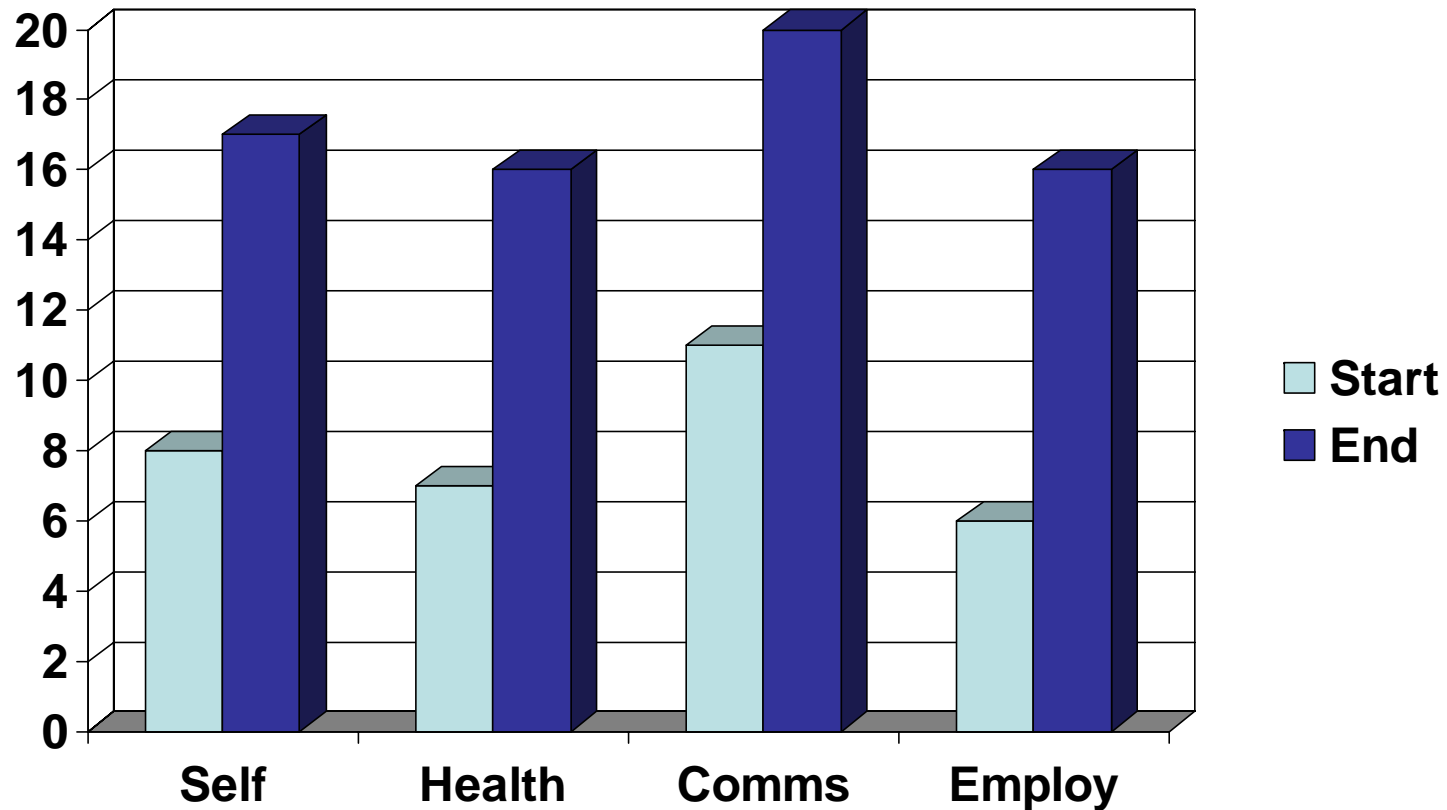
Delivered in Partnership

- Careers Service
- Employers
- Literacy & Numeracy
- Health Education
- IT tutors
- Lifelong Learning
- Healthy Eating
- Reiki Master



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Sorted primary outcomes



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Conclusions

It takes time
It costs money
Build effective relationships with referring agencies
View employers as clients
Listen to the needs of your clients
Recognise the role alcohol plays

Focus on raising employability
Address issues of personal efficacy alongside work focussed activity
Work in partnership
Value aftercare, retention and progression

